



# Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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## Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **17 available reports** for this issue can be found at [Current Summary Reports \(PDF format, 126kb\)](#).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
<b>Ontario</b> A & P Canada Inc., Food Basics Franchises, United Food and Commercial Workers (6,500 retail employees) <b><u>1061304</u></b>	Jun 08
<b>Manitoba</b> Boeing Canada Technology, CAW Canada, (950 plant and maintenance employees) <b><u>0192509</u></b>	Jul 08
<b>Saskatchewan</b> Saskatchewan Association of Health Organizations, Saskatchewan Union of Nurses, (8,550 nurses) <b><u>1052805</u></b>	Jul 08
<b>British Columbia</b> Overwaitea Foods/Save-On-Foods, United Food and Commercial Workers Union Canada, (9,500 retail employees) <b><u>0872608</u></b>	Jul 08

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 146kb\)](#).



*Negotech*, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can conduct customized data searches.

## Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
<b>Federal Jurisdiction</b>				
<b>Public Sector</b>				
Government of Canada	Various unions	135,830	ARB/MED/B	Mar 06–Jan 08
Canada Revenue Agency	PIPSC	9,490	ARB	Oct 07
Canada Border Services Agency	PSAC	8,960	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	4,340	B/ARB	Jun/Dec07
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,630	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	CO	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07
<b>Private Sector</b>				
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	850	PCB/WS	Jan 08
<b>Provincial and Territorial Jurisdictions</b>				
<b>Public Sector</b>				
Ontario Catholic District School Boards	OECTA	33,310	B	Aug 08
Ontario Boards of Education	CUPE	32,340	B	Aug/Dec 08

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Health Boards of Alberta	AUPE	15,000	B/MED	Mar 08
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Nova Scotia Teachers Union	10,500	B	Jul 08
Toronto Transit Commission	ATU	8,400	MED-ARB	Mar 08
Toronto Police Services Board	Toronto Police Association	7,310	MED	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
College Compensation and Appointments Council	OPSEU	6,000	B/MED	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
York University	CUPE/York University Staff Association	3,600	B	Jul/Aug 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

### **Private Sector**

Real Canadian Superstores (Alta.)	UFCW	8,150	MED	Aug 06
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
Inco (Man.)	Steelworkers	1,400	B	Sep 08

\* ARB - Arbitration

PAB - Post-arbitration bargaining

B - Bargaining

PCB - Post-conciliation bargaining

B/WS - Bargaining after work stoppage

PMB - Post-mediation bargaining

CO - Conciliation

TENT - Tentative settlement

MED - Mediation

WS - Work stoppage

M/WS - Mediation after work stoppage

### **Upcoming Key Negotiations**

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Expiry Month</b>
Ontario Boards of Education	ETFO/OSSTF	101,790	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	Mar 08
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Government of Newfoundland and Labrador	Teachers	7,000	Aug 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07

## **Major Work Stoppages**

involving 500 or more employees from **August 8 to August 21, 2008**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

<b>Employer, Location, Union and Employees</b>	<b>Issues</b>	<b>Starting</b>	<b>Ending</b>
Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union <b>500 mining employees</b>	Wages	Aug 7/2008	
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 5/2008	Aug 6/2008

## **Innovative Workplace Practices—2<sup>nd</sup> Quarter 2008**

*Bruce Aldridge*

*Strategic Policy, Analysis, and Workplace Information Directorate  
Labour Program, Human Resources and Social Development Canada*

This overview of workplace innovations is based on a review of 80 collective agreements settled during the second quarter of 2008. Of these, 18 settlements contained provisions considered to be innovative or of particular interest.

### **Duration**

Thirty-seven agreements had a duration of 36 months, representing slightly less than half (46%) of settlements for the second quarter of 2008. Eighteen agreements had a duration of 48 months and 4 had durations of 24 months. There were 12 agreements with 60-month durations and 7 agreements with a 12-month duration. The longest durations of 72 months were in 2 agreements as follows:

- Bombardier Aerospace, Canadar Division, Dorval, Mirabel, and St. Laurent, Quebec, and Machinists; and,
- Agence de sécurité et d'investigation de l'est du Québec inc. and Conseil des agences de sécurité et d'investigation du Québec, province-wide, and Steelworkers.

### **Compensation**

A **variable pay plan** has been negotiated between MTS Allstream Inc., province-wide, Manitoba, and Telecommunications Employees Association of Manitoba. Effective January 1, 2009, and based on financial targets being met, employees in salary groups 301 through 305 will be eligible to receive

target bonuses of up to 1.0% of regular earnings payable in a lump-sum payment the following year. Employees in salary groups 306 through 308 will be eligible to receive bonuses of up to 6.0% of regular earnings. The employer has exclusive rights to design the plan and to determine whether financial targets have been met.

The Royal Canadian Mint, Ottawa, Ontario, and Public Service Alliance of Canada have introduced **performance adjustments**. In each year of the collective agreement, adjustments ranging between 2.0% and 4.0% of base pay will be paid to employees for achieving corporate plan targets. An additional adjustment of up to 5.0% of increases will be available if corporate income goes over 100% of its target.

A **retention bonus** was established between New Brunswick Power Distribution and Customer Service, province-wide, New Brunswick, and International Brotherhood of Electrical Workers. Newly graduated Transmission Line Technicians who are doing their apprenticeships with the employer will receive \$3,000 at the end of the first, sixth, and eleventh year of service.

General Motors of Canada Limited, Ford Motor Company of Canada, and Chrysler Canada Inc. (3 agreements), various locations, Ontario, and CAW Canada have introduced a **productivity and quality bonus**. Each active employee will receive a lump-sum bonus of \$2,200 within 2 weeks of ratification. Also, they have negotiated an **employee vehicle purchase discount**. Effective 2008, active employees and retirees may receive a \$2,600 discount on the purchase of a new vehicle manufactured by the relative company in North America, on top of the normal employee discount. There is also a conversion of a special \$1,000 subsidy into an additional amount to be added to the vehicle.

A **language bonus** has been initiated between Workplace Safety & Insurance Board, Ontario, province-wide, and Canadian Union of Public Employees. Employees receive \$12 per hour for

positions not identified as requiring a second language. Payment will be made for units of 15 minutes and processed upon accumulation of one hour or more. For a position requiring a second language, an annual bonus of \$550 each, per reading, writing, and oral skill will be received at the B level and \$275 per skill at the C level.

## **Health and Welfare**

The City of Edmonton, Alberta, and Edmonton Fire Fighters' Union have implemented a **health spending account**. Effective in 2008, employer will establish individual accounts in the following amounts: permanent full-time employees, \$500 per year; permanent part-time employees, \$250 per year. To be eligible, employees must have completed the 90-day waiting period for benefits and be actively at work during the first pay period of each year. The account is to be used to access supplementary medical care not included in the current health coverage specified in the collective agreement, and may be made on behalf of the employee or an eligible dependent. Unused portions of the account may only be carried over for 1 year.

## **Working Conditions**

London Health Sciences Centre, London, Ontario, and CAW Canada have introduced a **job sharing provision**. Full-time employees will have the possibility to share jobs through an application system. Employees participating in the shared position will be considered part-time employees and shall be subject to the applicable provisions in the collective agreement. The number of participants in the program will not exceed 1/3 of the full-time positions in each department or unit.

A **job security provision concerning sale/transfer** has been negotiated between Hydro One Inc., province-wide, Ontario, and Canadian Union of Public Employees. In the event of a sale/transfer of transmission or distribution assets, the employer will

ask the new employer to offer employment to all bargaining union members who are performing the work to be transferred. Employees are not obliged to transfer, however if employees decide to transfer, the present employer will have no further obligation.

Cascade Aerospace Inc., Abbotsford, British Columbia, and CAW Canada have initiated a **day of mourning**. On April 28 of each year, work will stop for 1 minute of silence to observe the memory of workers killed or injured on the job.

A **traditional activity** leave has been established between Government of Nunavut, territory-wide, Nunavut, and Public Service Alliance of Canada. In line with operational needs, 2 unpaid days per year may be taken for fishing, hunting, or harvesting.

Workplace Safety & Insurance Board, Ontario, province-wide, and Canadian Union of Public Employees have introduced a **paid internet expenses** provision. Fifty per cent of the monthly internet charges and 100% of the installation costs will be paid in accordance with the employer's technical standards when a home internet service is required for work duties.

## **Labour-Management Committees**

During the second quarter of 2008, 20 of the 80 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Montréal Airports, Montréal, Quebec, and Centrale des syndicats démocratiques have introduced a **retirement** committee. The parties will assess the current provider to develop an invitation to tender for service, to

Previous articles on innovative workplace practices are available at  
<http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml>

analyze all proposals received, to study all employee suggestions and complaints concerning the defined contribution component, and to make recommendations.

A committee to discuss a **health workplace plan** has been established between Workplace Safety & Insurance Board, Ontario, province-wide, Ontario, and Canadian Union of Public Employees. The mandate will be to recommend how the organization can build on the success of the Fitness Incentive Program to promote greater participation and employee wellness.

MTS Allstream Inc., province-wide, Manitoba, and International Brotherhood of Electrical Workers have initiated a committee concerning **certification**. The parties will develop a framework for identifying technician positions requiring vendor certification by the employer, the customer, or the vendor, and to identify technicians in those positions who, upon acquiring the appropriate certification, will progress to the certified technician wage scale.

An **employment equity committee** has been negotiated between Cascade Aerospace Inc., Abbotsford, British Columbia, and CAW Canada. The parties will establish a process to assist in achieving a representative number of women, visible minorities, aboriginal peoples, and persons with disabilities within the company.

Other committees included in collective agreements deal with such items as job evaluation, classification, deployment, harassment, modified work plans, and labour relations.

## Coming in the Next Issue

- Wage Settlements—**July 2008** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

For more information than what is provided in this issue and a complete listing of products and services, go to [http://www.hrsdc.gc.ca/en/labour/labour\\_relations/info\\_analysis/index.shtml](http://www.hrsdc.gc.ca/en/labour/labour_relations/info_analysis/index.shtml).

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